

# PORTISHEAD YOUTH & COMMUNITY CENTRE

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## EQUAL OPPORTUNITIES POLICY

Throughout this document, Portishead Youth & Community Centre Management is referred to as PYC and the Head of Centre/Youth Provision as HoC/YP.

### **PURPOSE**

The purpose of this policy is to provide equal opportunities to all employees of PYC and the people it serves, irrespective of their gender, race, ethnic origin, disability, impairment, age, nationality, national origin, sexuality, religion, marital status, trades union membership and activities or any other grounds which cannot be justified.

This policy will underpin all decisions taken by PYC and all actions on its behalf taken by directors and employees.

### **POLICY**

PYC oppose all forms of unlawful and unfair discrimination.

### **Employment**

All employees whether full-time, part-time, fixed contract, agency workers or temporary, will be treated fairly and equally. Recruitment selection, career development, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Any breach of PYC's equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.

**Service Delivery**

PYC provides services to the community both directly and working in partnership with other organisations. PYC will promote equality of opportunity for the people it serves by providing accessible information about the services available to them and delivering services that are appropriate to identified needs.

**IMPLEMENTATION AND THE LAW**

To ensure the effectiveness of this policy PYC will ensure that it gives due consideration to the equal opportunities implications of all policy decisions it takes.

The policy will be implemented within the framework of the relevant legislation, which includes:

- Rehabilitation of Offenders Act 1974
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Crime and Disorder Act 1998
- Human Rights Act 1998
- Immigration & Asylum Act 1999
- Employment Equality (Age) Regulations 2006
- Equality Act 2010

together with any relevant subsequent up-dated or replacement legislation, or amendment by statutory instrument or regulation.

Reviewed October 2020

 Recoverable Signature

**X** J Power

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John Power  
Chair of Trustees  
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**X** K Jones

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Kimberley Jones  
Head of Centre and Youth Provision  
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